

FALSE MODESTY TO BE TOO
SELF-CRITICAL — SUPPORT GENERALLY
IN DOING A GOOD JOB —
MAN IS CONSCIOUS OF THE
TEAM EFFORT NEEDED — WHICH MEANS
SHARING IDEAS & PROBLEMS —
NO FALSE STANDARDS OR "NEED
TO KNOW" (SEE OTHER MEMO)
DE SUPPORT

PICK UP SOME OR
WORDS — # 2 & 3 & 4
NOTE 5 f — EXEMPLARIES
AN ATTITUDE —

(1 OWE HIM A RESPONSE
TO # 6)

I LIKE TERTIANI'S # 1 C
NOTE ALSO 1ST # of 3

SEE D/PERS' SECOND #

FILE

OKM

I DIRECTOR - YOUTH FORUM

Communication -

DEPUTIES - PAPER TO X/D/P

TO BE PASSED TO DCI

WHAT SHOULD WE SAY TO DIRECTOR?

CONSIDER POSSIBILITY - STATE OR THE AGENCY

FRI -

II

WHAT ARE WE DOING?

WHAT ARE WE NOT DOING?

WHAT ARE WE TALKING ABOUT - ? -

WHAT IS COMMUNICATION?

WHAT SHOULD BE COMMUNICATED?

FACTS, PLANS, POLICIES, EXPLANATIONS,

PHILOSOPHY, ATTITUDES?

DO ACTIONS SPEAK LOUDER THAN WORDS?

IS THE FORM AS IMPORTANT AS THE SUBSTANCE?

DOES THE FACT OF A DIALOGUE JUSTIFY ITSELF?

III

BLOCKS -

WE MUST NANT TO COMMUNICATE - WHICH

MEANS LISTENING AS WELL

INVOLVES RESPECT FOR THE INDIVIDUAL AND HIS

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RIGHT TO HAVE BELIEFS

IT TAKES TIME AND HONEST ATTENTION
SELFISHNESS OR PERSONAL (JOB) INSECURITY
HIDING UNDER THE CLOAK OF EFFICIENCY
OR NEED-TO-KNOW
GENERATION PROBLEM - MAYBE WE ARE THE
ONES WHO ARE OUT OF TOUCH

IV IS THE SOLUTION IN MECHANISMS OR ATTITUDES?
WHAT?

NOT CONFINED TO JUST THE YOUNG - THOSE IN
THE MIDDLE COMPLAIN (MID-CARRIED EXPERIENCE)

IS IT A DIFFERENT PROBLEM?

COMMUNICATION

1. MUST WANT TO COMMUNICATE
2. SELFISHNESS OR INSECURITY
UNDER THE CLOAK OF
SECURITY, EFFICIENCY, OR
NEED TO KNOW
3. TAKES TIME
4. RESPECT FOR INDIVIDUAL

Support chiefs meetings - C.S. + others
Information person instead of org.

Support Bulletin

5 Dec Monday pleasure

Staff and Division chief Briefings on their
ground -

Results and Highlights
Problem Solving Seminar
Weekly Staff meetings
Daily Work meetings

CMD

ILLEG

Communication laterally impeded -
need-to-know, compartmentation.

Products of the Agency not available to
most employees - Estimates;
Intelligence Bulletins - etc.

In some kind of in-house Bulletin -
Estimate possible semi; bi; or
monthly e.g.

Sw. Officer training - need for old hands
to keep professionally current academically -
to be able to speak modern language -

Plans/Programs - Objectives goals of the Office - Directorate not known to most employees - Most don't know where they fit in the overall scheme of things this 74 - or during the 5-yr. planning period.

Young people want to participate - Indeed their presence be felt and make a contribution - Next just sit and listen. They need problems to solve and the three to solve them.

Many of the problems - grises - They identify have been talked with for years by present managers - You'll need to know that present problems exist not because managers have done - or are willing to do nothing; but present managers have done what they can, or what they know how to do; we don't need you to identify problems - see need them to provide solutions starting where present managers leave off - re-inventing the

Perhaps management could list some of the longer term managing problems, describe briefly their history, and solicit suggestions - e.g. fitness reports; career service; cafeteria management; parking; NDC; lack of bedroom; promotion;

Identifying problems is relatively easy - doing something about them is an entirely different matter.

~~Stack~~

DCI COMMENT RE HIS AND OTHERS OPEN DOORS -
IT AIN'T SO! -

COMMUNICATION PREDICTS UNDERSTANDING